



July 2019

The Vision

News and updates from and about the Kentucky Department for Community Based Services

Eric T. Clark, Commissioner

From the Commissioner

This July is a month of celebration. Our country recognizes Independence Day and families spend the Fourth of July together for fun and festivities.

Personally, I also have another good reason to celebrate – July marks one year that I have been honored to serve as your DCBS Commissioner. Together, we've committed to many departmental program improvements and other innovations to support staff. This milestone has given me time to reflect on our agency mission, which is posted on our website and is also posted in many local offices.

Our mission's facets focus on the strategies that will give adults and children safety, well-being and opportunities for success. We are focused on strengthening families.

My one-year anniversary at DCBS gives me the chance to recommit to our mission and invite you and all our partners to join me. Copy the words of our mission and save them on your phone, or print this version to display in your office so our visitors can see. Sometimes a milestone is just what we need to come together and unify in our goal of excellence to achieve good outcomes for those we serve with the level of quality we would demand for our own families.

Child Care

- The Administration for Children and Families (ACF) will conduct a federal monitoring visit to review Kentucky's compliance with the Child Care and Development Fund Block Grant (CCBG) Nov. 5-7. The DCBS Division of Child Care (DCC) has its first pre-visit call scheduled for July 15.
- DCC staff and multiple agency partners attended the Early Child Care Institute in Louisville June 19th-21. Dr. Sarah Vanover presented updates from DCC at a session for leaders in the child care field. DCC and Child Care Aware had booths at the conference to help distribute important updates and answer questions from conference participants.

Kentucky Department for Community Based Services Our Mission

The mission of the Department for Community Based Services is to build an effective and efficient system of care with Kentucky citizens and communities to:

- Reduce poverty, adult and child maltreatment and their effects;
- Advance person and family self-sufficiency, recovery and resiliency;
- Assure all children have safe and nurturing homes and communities; and
- Recruit and retain a workforce and partners that operate with integrity and transparency.



The Division of Child Care team at the Early Child Care Institute in Louisville in June.

Child Care

- Management team members flew to Atlanta on June 24-27, to participate in the Child Care and Development Fund (CCDF) State Administrators Region IV meeting. Kentucky was asked to share successes regarding the implementation of the new National Background Check Program requirements.
- DCC participated in the nationwide, multi-day emergency response exercise titled Shaken Fury. This exercise tested states' abilities to activate emergency response and recovery systems in the event of a large magnitude earthquake. DCC was on hand to learn from the process in an effort to improve emergency response procedures for privately owned child care businesses and in support of Child Care Assistance Program continuity. DCC will offer opportunities for regional staff to participate in an emergency response webinar in July.
- Child Care Aware, in partnership with the University of Kentucky-Human Development Institute, has developed a new online training series addressing external transition. External transition is described as the temporary or permanent relocation of a child from one child care setting to another. The first part of the three part course series will review research on the effects of children moving from one child care setting to another and show how staying in the same child care with the same caregivers can help children develop socially, emotionally, and physically. The series can be found online at this link. The content for each module builds on the one prior and must be taken in order (101, 102, and 103). Participants are awarded 1.0 hour for each module for a collective total of 3.0 Early Care and Education Hours.
- W.K. Kellogg Grant The Build Initiative - This grant supports the recruitment and retention of additional certified family child-care providers in child care deserts across Kentucky. The following is a snapshot of pilots' activities:
 - The Louisville Pilot has been working with many agencies to recruit family child-care providers that are working specifically with the Hispanic population.
 - The Eastern Pilot is moving forward with the recruitment of providers throughout the region. They will be hosting a cohort of providers and providing training opportunities and community supports to increase quantity and quality of early care and education in the most rural areas of Kentucky.
 - The Northern Pilot is busy recruiting new providers and working with community partners to increase the awareness of early education and the need for regulated quality care in the area. They will be working with a cohort of providers to provide communities of practice to enrich the resources available to providers.
 - The Southern Pilot is working swiftly adding community partners to the table within the region and gathering great resources to provide to newly recruited providers. The region is increasing the messaging about the importance of early education and the importance of regulated services for the safety of our children. The Southern Project will focus on growing providers in the area by providing specialized training and resources to those that are interested in becoming a certified provider.
 - The Western Pilot is working creatively to gather community partners across a large region to provide the best set of resources available, including the Western Kentucky University, Audubon Community Action Program, Murray Head Start Program, and Child Care Aware Technical Assistance. These resources will support retention and professional development of providers needed to care for the children of Western Kentucky.
 - The Strengthening Business Train the Trainer Course held by the National Center on Early Childhood Quality Assurance was a success with 21 trainers across the state in attendance.
- As of June 18, 2019, 44,968 child care staff member background checks have been initiated, and 37,764 background checks have been completed through the National Background Check Program.
- The Kentucky All STARS Program is at 47% of participating programs at a high quality All STARS rating level (3-5). All STARS staff continue with communication encouraging early provider renewals for 2020.
- The DCBS-Division of Child Care continues to dedicate staffing resources to the Preschool Development Grant activities as administered by the Governor's Office of Early Childhood.

Child Care

- 922 KAR 2:160&E, governing the Child Care Assistance Program (CCAP), were filed Dec. 1 effecting reimbursement rate increases for child care providers among other policy initiatives supported by new federal discretionary funding. New CCAP reimbursement rates were available on Dec. 1. Effective June 28, new technical eligibility rules have been added to include applicants who are enrolled full-time in a trade school, college, university, or GED program or participating in the SNAP Employment and Training Program, support educational and training pursuits of low-income parents. Public comments were received on the proposed administrative regulation. The administrative regulations were approved by the first legislative oversight committee with adoption of the ordinary administrative regulation on May 31. Communication has been prepared for DCBS local office to promote positive changes in CCAP.

Protection and Permanency: Adult Services

- DCBS, the Ombudsman's Office, and the Office of Legal Services (OLS) continue to meet regarding a proposed amendment to administrative regulation, 922 KAR 5:070, Adult protective services.
- DCBS-Adult Protective Services (APS) staff attended the Elder Abuse Committee meeting on June 6. The committee is a statutorily mandated under KRS 209.005 to discuss ways to address issues of prevention, intervention, investigation, and agency coordination of service.
- APS staff attended the Elder Justice Taskforce meeting on June 13. The Taskforce, administered by the U.S. Attorney's Office, is comprised of federal, state, and local agencies involved in protecting the elderly.
- The Adult Protection Branch continues to participate with the Working Interdisciplinary Networks of Guardianship Stakeholders (WINGS). As chair for Education, Outreach & Advocacy Subcommittee (EO&A), branch staff assisted with a WINGS information booth at the Kentucky Bar Association conference on June 14.
- The Adult and Child Protection Branch conducted a refresher training with The Lakes Service Region Centralized Intake team on June 20.
- The Adult Protection Branch presented "Kentucky Revised Statute 209.020" at the Northern Kentucky Elder Abuse Prevention Conference on June 27 at the Boone County Cooperative Extension Office.
- The Adult Protection Branch hosted the Annual Local Coordinating Councils on Elder Abuse Recognition Event on June 28 at the Franklin County Extension Office.



Protection and Permanency: Child Welfare

- The Child Welfare Transformation (CWT) has released a year one report on July 3. The report details the work groups' efforts and provides a preliminary review of key metrics.
- The CWT internal team of DCBS has held two facilitated discussions planning for phase two. In addition, the discussions have included development of a data dashboard and more robust quality assurance infrastructure within DCBS to continue the transformation's processes longer-term as a legacy of the Bevin administration's first term.

Protection and Permanency: Child Welfare

The following is a summary of CWT workgroup efforts for June:

- From the Transition Aged Youth Workgroup -
 - The new Independent Living (IL) curriculum, LYFT, launched in June 2019 with a celebratory kick-off and news release to detail the newly redesigned IL program.
 - The newly created online portal for youth KY RISE (Resources for Independence Success and Empowerment) launched in June 2019 as part of the new Independent Living Program.
- From the Permanency Workgroups -
 - The Culture of Permanency trainings for the DCBS Service Regions have begun and are scheduled through July 2019. Casey Family Programs partnered with Walker Cares consultants to develop the curriculum, which also includes a Training of Trainers (TOT) component. The goal of this training is to refresh current staff on the permanency values of the agency, build capacity for ongoing training and education in the Service Regions, and update the current curriculum for new staff who will be trained during their initial Academy classes.
- From the Fiscal Modernization Workgroup -
 - The final meeting of the House Bill 1 study group on privatization was held June 20 to review the draft report and receive input for edits. Chapin Hall and Casey Family Programs facilitated the workgroup. The study group's final report was submitted June 28.
 - Public Consulting Group, Inc. is making final modifications to the De-Coupling Readiness Assessment Report. This document will contain the results of the readiness assessment, the methodology used to perform the assessment, and findings from the data collection activities.
- From the Relative Support Workgroup -
 - DCBS has issued 23,947 foster care maintenance payments in accordance with the application of D.O. v. Glisson to other like cases as of the end of June. Since early 2018, these payments have totaled \$20,249,152. This total excludes personnel, system, legal, and call services costs.
 - Training about the new relative/fictive kin caregiver service array has been provided to frontline protection and permanency staff statewide due to the support afforded through the federal Kinship Navigator Grant.



DCBS celebrates the launch of the newly created online portal for youth, KY RISE (Resources for Independence Success and Empowerment) as part of the new Independent Living Program.

Protection and Permanency: Child Welfare

- FFPSA Implementation -
 - Throughout June, advocates and leaders have participated in Family First Prevention Services Act (FFPSA) regional forums to learn more about the Act and Kentucky's early implementation in October 2019. Forums have been held in seven of the nine DCBS Service Regions to date. Stakeholder participation has been abundant. Members of the legislative and judicial branch have been active participants during all forums, both in the audience and on panel discussions. Multiple community stakeholders, including foster parents, prevention and congregate care providers, and school personnel have been engaged in the forums. Multiple news outlets have been present to capture the collaboration and report out on the trailblazing efforts of Kentucky communities with regards to FFPSA.
 - Two remaining regional forms will occur in July, taking place in the Southern Bluegrass Service Region (SBSR) and Northeastern Service Region. Both events are sold out, and a larger venue is being secured in SBSR to accommodate additional registrants.
 - DCBS staff continue to work on the development of the FFPSA five-year prevention plan. This plan is required by all states prior to their implementation of Family First. It will outline the Evidence Based Practices (EBPs) that the state will be utilizing to provide prevention services to families over the next five years. This document will be submitted to the Children's Bureau for review by the end of July. Additionally, meetings will be held in July with prevention and QRTP providers to plan for FFPSA implementation.
 - Enhanced focus has been given to address race and ethnic disproportionality and disparity in the Child Welfare Transformation and FFPSA implementation.
- Sobriety Treatment and Recovery Teams (START) expansion efforts are under way in Boone and Campbell Counties with the onboarding of cases. START staff are participating in panel discussions for the FFPSA regional meetings. The START director is presenting at the Administrative Office of the Courts' RESTORE Summits: Family Preservation in the Context of a Substance Use Disorder.
- Community Collaborations for Children is planning to expand Parent Engagement Meetings (PEM) to a second county, and first rural county, expected to begin in July. PEMs garnered national attention at the CBCAP grantee meeting PEM presentation in April 2019 and through a recent journal article published in the Child and Adolescent Social Work Journal.
- The Community Based Child Abuse Prevention (CBCAP) annual grant application was submitted on June 14.
- The Social Services Block Grant (SSBG) application was submitted on May 31.
- The Children's Justice Act (CJA) annual grant application was submitted on May 31.
- The Child and Family Services Plan for the next five years, FFY 2020 – 2024, along with the Annual Progress and Services Report, was submitted to the Children's Bureau on June 26.
- A Family Preservation proposal from Children's Home of Northern Kentucky (CHNKY) has been approved for the expanded provision of Family Preservation Services in three northern Kentucky counties, in addition to the Family Preservation Services already being provided there. This action will assist in eliminating waitlists and meeting service provision needs/demands. The contract for these services is currently being drafted.
- KSTEP expansion is progressing as expected and without issue, to begin implementation in Bath, Fleming, Lewis, and Montgomery counties on July 1.
- The Performance Improvement Plan (PIP) to address findings from the federal Child and Family Services Review conducted in July 2016 was approved on April 1 by the Children's Bureau. PIP monitoring will continue for three years from the approval date.
 - The PIP safety workgroup has finalized selection of a national safety model to implement and work with the vendor will begin in the winter of 2019. The model will guide practice through all phases of casework. A safety model is a practice model used in child welfare that assists workers and supervisors assessing for safety and risk throughout multiple points in a case. A safety model will guide practice by utilizing evidenced based tools to guide decision making. Safety champions have been identified in each region and will continue to meet regularly with the core team as we move toward development and implementation.

Protection and Permanency: Child Welfare

- Fostering Success started on June 1. There are currently 78 participants across the state. Most participants are working with outside employers. While partnering with outside employers has provided expanded opportunities for participants, it also has posed additional challenges, including drug screens and more stringent supervision. Transportation also continues to be a barrier for participants. Each Service Region is provided with a job coach who meets weekly with the youth. Contracting with the University of Kentucky to employ a Program Coordinator has been instrumental in troubleshooting issues with employers so youth can remain at the placement.
- The 2018-2019 Youth Empowerment Conference, Moving Pictures: Based on a True Story, was attended by 167 youth, chaperones, DCBS staff, and guests. It was held on June 11 and 12. Over the two-day period, there were two resource fairs, eight workshops, four general sessions, two keynote speakers, and the KYRISE reveal. The conference utilized many former and current foster youth: two workshops were led by current and former Voices of the Commonwealth (VOC) members, and the emcee and both keynotes were former foster youth. The VOC were instrumental in conversing with youth participants, garnering interest in the VOC; and staffing the registration, VOC resource table, dance, hallways, and pools, the planning, set up, and break down. The surveys indicate that the conference received a high amount of positive feedback.
- DCBS has worked with the OATS and the Department of Public Health to streamline the process for requesting birth certificates for youth. Effective June 14, private child-caring facilities and child-placing agencies, DCBS, and foster youth can request birth certificates online at no charge.
- DPP worked with OATS on the deployment of NEICE, which went live on June 14. NEICE will streamline the process for interstate placement of children by supporting the electronic submission of interstate placement requests.
- DCBS intends to apply for a federal grant by July 10, to continue to make enhancements to the Interstate Compact on the Placement of Children (ICPC) module within The Worker Information SysTem (iTWIST), the protection and permanency database. As a result of the implementation of NEICE and the ICPC module within TWIST, ICPC policy has been updated.
- The Foster Parent Registry was made available through Private Child Care (PCC) Tracking and iTWIST on June 14. This will be a resource for private child-placing agencies and DCBS recruitment and certification staff during the home study approval process by giving access to an applicant's history of fostering with other agencies within the state. The registry is intended to prevent families from simply changing agencies when concerns are identified that could affect the quality of care a child receives.
- There are currently 64 youth decertified in acute psychiatric or PRTF settings, an increase of 12 youth from last month. There are currently 61 youth decertified in acute psychiatric or PRTF settings for whom DCBS is actively seeking placement. This is still an overall reduction from the start of the year.
- 922 1:010 was filed on September 14, 2018, and is now in effect. Amendments to this regulation are also a result of new language amendments from 2018 Ky. Acts ch. 159 (House Bill 1 from 2018 Regular Session) as well as some procedural streamlining of forms and language to improve the quality of independent non-relative adoptions. Additionally, policy was updated in June 2019 to reflect the changes as a result of this regulation.
- For calendar year 2018, the number of non-relative adoptions dropped to 147, a decrease of 71 cases (32.57% decrease). This is likely due to the change with House Bill 1 allowing more relatives and fictive kin to file relative adoption petitions, rather than non-relative independent adoptions, which can be more of a burdensome process.
- DCBS - Division of Service Regions will be piloting a new call services model for Centralized Intake starting July 15 in two Service Regions. Full implementation is tentatively set for August.
- Public comments were received on 922 KAR 1:140, Foster care and adoption permanency services; 922 KAR 1:305, Licensure of child-caring facilities and child-placing agencies; 922 KAR 1:400, Supportive services; and 922 KAR 1:565, Service array for a relative or fictive kin caregiver. 922 KAR 1:565 is a new proposed administrative regulation containing the service and legal options for relative or fictive kin caregivers. Conforming amendments were made to 922 KAR 1:140 and 1:400 and the licensure fee was included in 922 KAR 1:305. Agency responses and Amended After Comments versions were filed on March 15, 2019. The administrative regulations were approved by the first legislative oversight committee and went into effect on May 31.

Protection and Permanency: Child Welfare

- Emergency amendments were filed for 922 KAR 1:310, Standards for child-placing agencies; 922 KAR 1:350, Requirements for public child welfare agency foster parents, adoptive parents, and respite care providers; and 922 KAR 1:495, Training requirements for foster parents, adoptive parents, and respite care providers for children in the custody of the cabinet. These amendments were filed and effective immediately on April 1, 2019. The amendments incorporate new federal model standards for foster homes and establish a new foster home type referred to as “child specific foster homes,” which are designed for relative or fictive kin caregiver placements. The amendments include lessened requirements, a per diem, and a waiver review process for the new child specific foster home type. Comments were received on these administrative regulations during the comment period that ended on May 31, 2019, and will result in further amendments.
- An amendment to 922 KAR 1:510, Authorization for disclosure of protection and permanency records, was filed on May 15 to condense three forms incorporated for requesting Protection and Permanency records into one form. The amendment includes email and fax as alternatives for submitting the record request form and requires a copy of a photo ID submitted with the record request for identification verification. Other updates were necessary for compliance with KRS Chapter 13A. The proposed amendment is in the public comment period through June.
- Emergency and ordinary amendments, 922 KAR 1:320&E, are planned for filing on July 1, 2019, with the emergency regulation taking effect immediately. The amendment to this administrative regulation aligns appeals and complaint procedures with 2019 Ky. Acts ch. 073 and 033, House Bills 2 and 158 from the 2019 Regular Session respectively, and makes other technical corrections in accordance with KRS Chapter 13A. More specifically, the amendment incorporates the new service array for relative and fictive kin caregivers, new service and notice provision to foster parents, and the foster youth bill of rights. This amendment is in the public comment period through August.
- Commissioner Clark will be on a panel presenting to the legislative Child Welfare Oversight and Advisory Committee regarding House Bill 1 (Regular Session 2018) study groups and reports on performance based contracting and the privatization of child welfare services in July.
- The DCBS Commissioner's Office and Division of Protection and Permanency will be presenting to the legislative Program Review and Investigations Committee responding to a committee report and providing an update on House Bill 1 implementation in July.
- DCBS secured the months of September and October for child welfare presentations to be provided to the legislative Health, Welfare, and Family Services Interim Joint Committee.

Family Support

- The DCBS Division of Family Support (DFS) has been working diligently to prepare for the transition of direct service provision of the Supplemental Nutrition Assistance Program (SNAP) Employment and Training Program (E&T) to the existing Kentucky Works Program (KWP) contracted providers. For the past year, 112 Kentucky counties have had an active SNAP E&T Program for able-bodied adults without dependents. Additionally, for nearly a year, the program has been expanded on a voluntary basis to all SNAP recipients within those 112 counties. The next improvement to the program begins July 1, as the assessments, case management, referrals, and activity tracking will now be completed by five contractors throughout the state who also currently provide KWP. With the KWP and SNAP E&T operations being so similar in structure and strategy, SNAP E&T is anticipated to actualize greater success and further expansion through service delivery by the providers already successful with KWP.
- DFS presented to the presidents of the 16 colleges of the Kentucky Community and Technical College System (KCTCS) on the SNAP E&T program and how those colleges could collaborate with DCBS to move SNAP recipients towards self-sufficiency. Previously, a rule was in place denying SNAP eligibility for most all fulltime college students. With approval from U.S. Food and Nutrition Service, DCBS has lifted the rule, thereby allowing students to participate in SNAP E&T through a technical program of study with one of the KCTCS colleges. KCTCS colleges spending nonfederal funds to serve students receiving SNAP can be reimbursed up to 50% of expenses for these students.

Family Support

- SNAP Management and Evaluation onsite review was conducted by a team from the U.S. Food and Nutrition Service the week of June 17. Reports with finding necessitating response are expected within the next 60 days.
- Kentucky continues to stand out amongst the states in South East Regional Office (SERO). Representatives from multiple states have contacted DFS recently for guidance.



The matters that gain the most attention are the continued work on Human Centered Design and the cross-cabinet collaboration with the Department of Workforce Investment. Additionally, during a recent Management and Evaluation onsite review visit, FNS noted that the federal agency would like to share DCBS' quality control tool with other states.

- Public comments were received on the amendment filed for 921 KAR 2:055, Hearings and appeals. The Amended After Comments version of this administrative regulation; 921 KAR 3:060, Administrative disqualification hearings and appeals; and 921 KAR 3:070, Fair hearings, went into effect on May 3, 2019. These amendments made the administrative hearing processes for public assistance programs more expedient through the elimination of the optional Appeal Board for Public Assistance. The regulatory amendments were also necessary to address findings from the Food and Nutrition Service.
- An amendment to 921 KAR 2:015 was filed as an emergency on December 28, 2018, in order to increase the standard of need in the State Supplemental Program to reflect the 2.8% cost of living adjustment to be implemented in calendar year 2019 by the Social Security Administration for Supplemental Security Income recipients. The frequency of required personal care home training was lessened through the amendment and requested changes by OIG and BHDID were made for compliance with a settlement agreement. Public comment was received from Kentucky Protection & Advocacy and an agency response and Amended After Comments version of the administrative regulation was filed on April 15, 2019. This version of the regulation underwent its first legislative committee review on May 14 and is anticipated to go into effect on July 5.
- Family Support is planning to present on the Low Income Home Energy Assistance Program (LIHEAP) to the Natural Resources and Energy Committee on July 9, as requested by the LRC.
- Family Support will also be presenting to the newly formed legislative Public Assistance Reform Task Force. DCBS/CHFS has been requested to present on photo ID benefit cards tentatively scheduled in July. Deputy Commissioner Caywood will be serving as a member of the task force on behalf of DCBS.
- The Positive SNAP Error Rate is 5.27% for January 2019, down considerably from November and December 2018. Thus far, the cumulative error rate for Federal Fiscal Year 2019 is 9.01%, higher than the 6% standard, putting the state at risk for not only corrective action, but federal financial penalty. DCBS has designated Jessica Peay as project manager for an internal workgroup addressing technology, policy, and training efforts to improve the error rate.

General Operations

- An amendment to 922 KAR 1:470, Central registry, was filed on May 15 to reflect the move of the child abuse and neglect (CA/N) registry database to an electronic platform. This move will improve the efficiency of the cabinet's CA/N registry database background checks. The proposed amendment is in the public comment period through June.
- DCBS presented on the Protection & Permanency budget to the Budget Review Subcommittee on Human Resources on June 4.

General Operations

- DCBS participated in the ceremonious bill signing for House Bill 158, which included the Foster Youth Bill of Rights and aligns Kentucky with the federal Family First Prevention Services Act on June 5, 2019. House Bill 158 is codified into law effective June 27, 2019.
- Department short-form (summary) legislative proposals for Regular Session 2020 were compiled and submitted to the Secretary's Office for approval on June 15.
- Records Management Section is processing most background checks within one week of receipt. In May, they processed the following:
 - 2,019 Foster/Adoptive Background Checks
 - 351 Kinship Background Checks
 - 4,607 Central Registry Checks
- State Fiscal Year 19 will close out in the next few weeks with all bills being paid and nothing being pushed to the next year.
- The Contract Monitoring Section completed 30 monitoring reports in May. The DCBS Division of Administration and Financial Management submitted 127 invoices and seven Memorandums of Understanding for processing. DAFM had three new contracts that were submitted into PPATS. DAFM completed the Audit Risk Assessment for 46 vendors.
- Personnel Cabinet completed the review of the Internal Policy Analyst Series and determined the appropriate classification for employees. Staff that have been affected have been notified.
- Beginning July 1, there are a few changes regarding insurance:
 - Payroll deduction will cease for optional insurance. Multiple communications went out notifying staff to make arrangements with their insurance providers regarding payment of their plans.
 - New employees will be required to self-enroll for state sponsored insurance. The field HR Liaisons have been notified and are prepared to assist new employees.
- Effective July 1, an automatic deduction of \$15 per pay period will go into a deferred compensation account for all new employees. This is being done to promote savings for employees. Employees will have the option to discontinue the deduction if they choose.
- The DCBS Division of Service Regions has dedicated staff to emergency management planning and response state-level workgroups.
- DCBS is enhancing its Repatriation Program, a program to provide temporary financial support and social services to U.S. citizens re-entering the county, which can be on an emergency or non-emergency basis, including times of war or natural disaster. In May, staff received training from the U.S. Administration for Children and Families followed by participation in an exercise in Baton Rouge, LA in mid-June. In the coming months, DCBS will prepare an operations manual for an emergency re-entrance of possibly hundreds in the Northern Kentucky airport, the back-up airport to Chicago O'Hare for re-entries.

Self-Care Corner

Here's a funny self-care strategy: Laugh. Laughter is proven to have several health benefits and can actually reverse the body's reaction to stress.

Laughing produces good chemical in your brain and can have calming, anti-anxiety benefits. Some research shows that just one minute of laughter can boost your immune system for more than 24 hours.

So fit in some laughter in your day – on break at work or at home with your family. Listen to audio of a favorite comedian on your commute. Post a humorous calendar in your office. Watch funny pet videos or your favorite family movies. Consider starting your next meeting with a knock-knock joke!

